

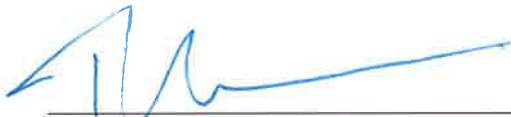
**SIDE LETTER AGREEMENT
BETWEEN
ORANGE COUNTY FIRE AUTHORITY
AND
ORANGE COUNTY FIRE AUTHORITY CHIEF OFFICERS ASSOCIATION**

The Orange County Fire Authority (OCFA) and the Orange County Fire Authority Chief Officers Association (COA) (collectively the "Parties") enter into this Agreement in recognizing that effective 10, January 2025, all Battalion Chiefs will begin their respective workday at 0700 and be assigned to a 4/10 work schedule. The specifics of this agreement are as follows:

1. As of 10, January 2025, the start time and/or shift change for all Battalion Chiefs regardless of assignment location will be 0700. This change includes both field and staff assignments.
2. Effective 10, January 2025, all Staff Battalion Chiefs will be assigned to a 4/10 work schedule from 0700-1700. Members assigned to one of the following staff positions (Emergency Medical Services, Training & Safety, Training Recruitment & Promotions, Air Operations, Investigations, Wildland Operations, Training Academy, and Urban Search & Rescue) may choose either M-Th or Tues-Fri with their supervisors' approval. As per the COAs MOU dated 2023-2027, Article I, Section 1.C, the option for a 9/80 work schedule will no longer exist.
3. Both parties acknowledge that this change in start time and removal of the 9/80 schedule incurs no additional cost to the OCFA.
4. Divisions Chiefs will be unaffected by this change.

ORANGE COUNTY FIRE AUTHORITY

ORANGE COUNTY FIRE AUTHORITY
CHIEF OFFICERS ASSOCIATION



Terry (TJ) McGovern
Deputy Chief, Operations



Cheyne Maule
COA President



Lori Zeller
Deputy Chief, Administration & Support Bureau



Ryan Bishop
COA Vice President

12/26/24

Date

12/30/24

Date